

Fanatics

Women in Technology

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Engineer Inclusion's Session Pledge

*AKA: ground rules, group norms,
shared agreements, guidelines*



**STAY
ENGAGED**



**SHARE
THE MIC**

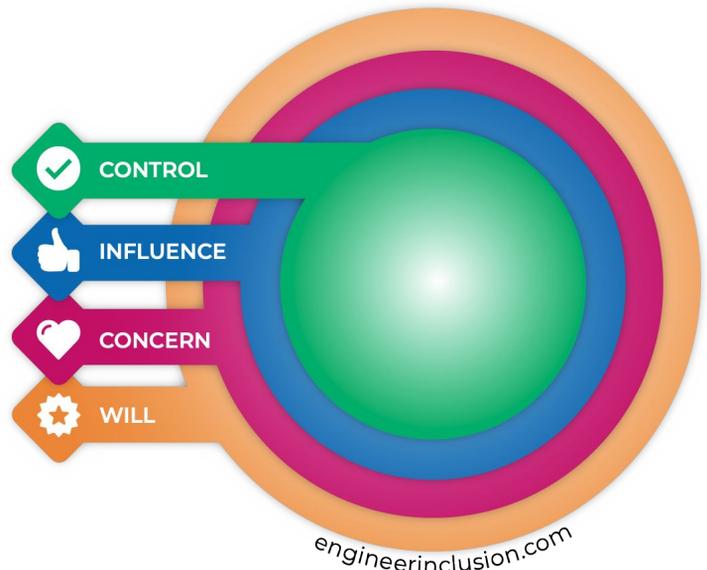


**SUPPORT
OTHERS**



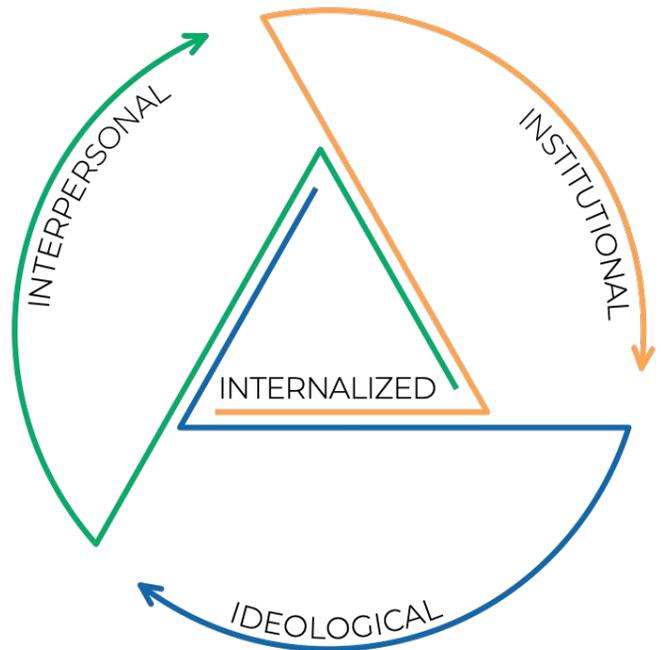
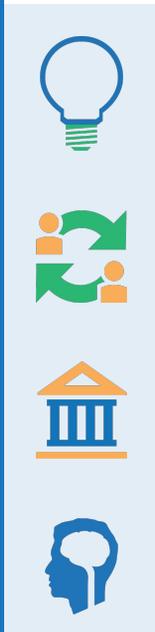
**STRETCH
& REFLECT**

We make progress when we focus on what we can **control** and where we can **influence**, rather than on those things in which we cannot.



What we are up against

4-I's of Oppression



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Recap

Belonging & Allies

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Self-actualization
Desire to achieve one's potential, creative endeavors

Esteem
Respect, self-esteem, status, recognition, strength, freedom

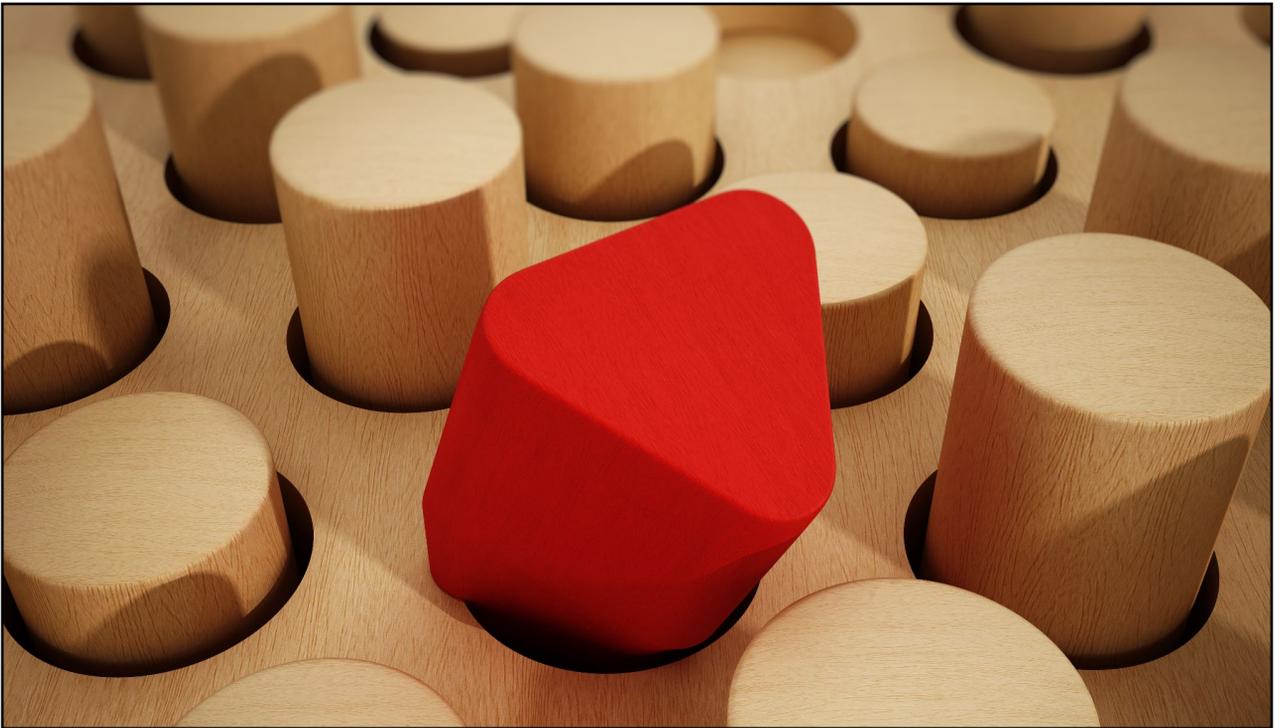
Love and Belonging
Friendship, intimacy, family, sense of connection

Safety Needs
Personal security, resources, health, property

Physiological Needs
Air, water, food, shelter, sleep, warmth



Maslow's Hierarchy of Needs



Kinds of People



Allies & Advocates



Champions & Cheerleaders



“Queen Bees & Wannabes”

*Rosalind Wiseman

3/10 Takeaways

- Find community and belonging where you can.
- If you feel you fit in “perfectly fine,” be thoughtful of the fact that others may not.
- Identify, seek out and nurture relationships with Allies & Advocates, Champions & Cheerleaders.
- Recognize who the “Queen Bees & Wannabes” are and reset your expectations and boundaries.

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Stress & Resilience

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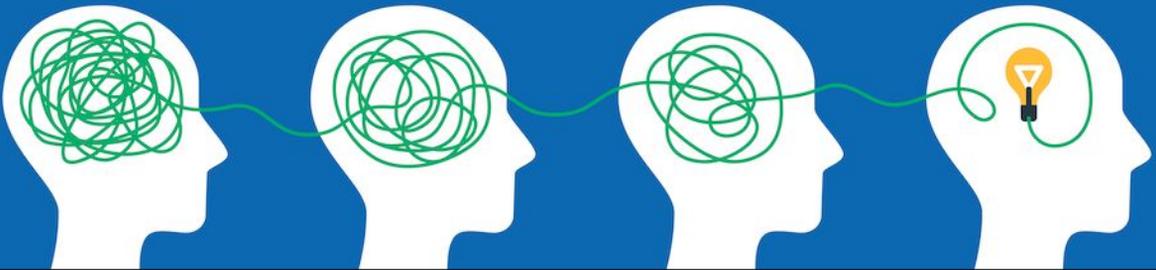
What are some of the stressors you experience in life and at work?

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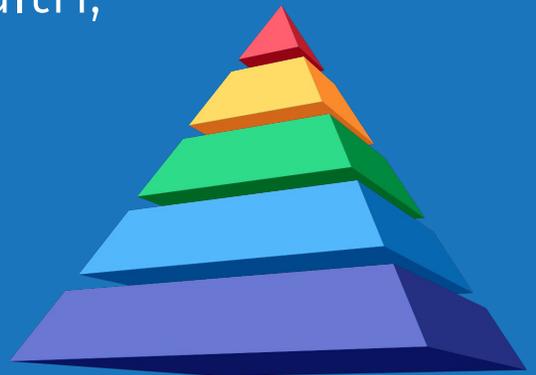
At every moment, about 11 million bits per second of processing are active in our brain.

We have conscious control of fewer than 100 of them.

Mental Bandwidth is the cognitive and emotional resources needed to deal with making good decisions, learning, caring for family, having healthy relationships, and more.



Bandwidth is reduced by scarcity of money, health, respect, esteem, acceptance, safety, affirmation, choices, **belonging**, time, food, social capital, etc.

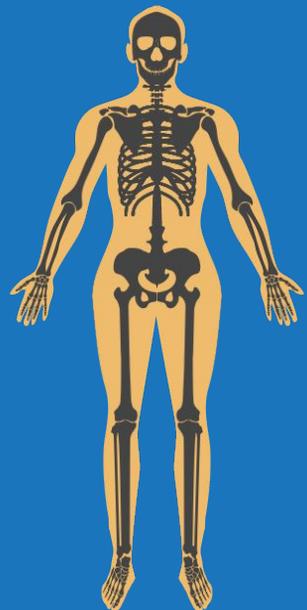


Stress is the
brain's response
to any demand.



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Stress is a chain
reaction in the
brain and body,
and cortisol is
the result.



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Trauma is an emotional injury that affects performance and well-being.



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Self-actualization

Desire to achieve one's potential, creative endeavors

**SELF-FULFILLMENT
NEEDS**

Esteem

Respect, self-esteem, status, recognition, strength, freedom

**PSYCHOLOGICAL
NEEDS**

Love and Belonging

Friendship, intimacy, family, sense of connection

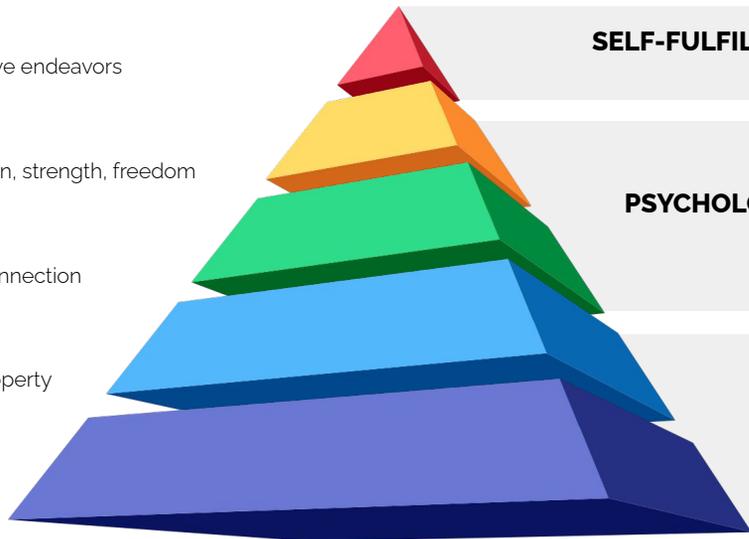
Safety Needs

Personal security, resources, health, property

**BASIC
NEEDS**

Physiological Needs

Air, water, food, shelter, sleep, warmth



Maslow's Hierarchy of Needs

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What are ways that we react to stress and trauma?

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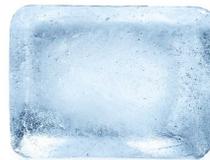
Stress or Trauma Responses



FIGHT



FLIGHT



FREEZE



FAWN



FIGHT

HEALTHY RESPONSE

- ✓ Assertion
- ✓ Solid boundaries

UNHEALTHY RESPONSE

- ✗ Walls
- ✗ Ultra-independence
- ✗ Aggression
- ✗ Yelling



FLIGHT

HEALTHY RESPONSE

- ✓ You are discerning in stressful situations and disengage within limits

UNHEALTHY RESPONSE

- ✗ Isolation
- ✗ Avoidance
- ✗ Overly Busy



FREEZE

HEALTHY RESPONSE

- ✓ You slow down and appraise the situation to determine next steps.

UNHEALTHY RESPONSE

- ✗ Dissociation
- ✗ Literally freezing, feeling spaced out or detached from reality
- ✗ Emotional numbness



FAWN

HEALTHY RESPONSE

- ✓ Dignity
- ✓ Value-alignment
- ✓ Boundaries

UNHEALTHY RESPONSE

- ✗ People-pleasing
- ✗ Assimilation
- ✗ Foregoing boundaries
- ✗ Deference
- ✗ Overly apologetic
- ✗ You can't express how you feel



Resilience is the process of **adapting well** in the face of adversity, trauma, tragedy, threats or significant sources of stress.

American Psychological Association

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How do
you build
resilience?

Share
Ideas

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How do you build resilience?

① Start presenting to display the poll results on this slide.



- Competence
- Confidence
- Connection
- Character
- Contribution
- Coping
- Control

Effective Strategies for Building Resilience



Calm the Mind

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Look out the
window and
breathe.

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3

**Set goals and
reflect on
progress.**

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4

**Connect with
others through
compassion**

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Enhance your relational network.

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Resilience is not something we need to find deep down inside ourselves: we can actually become more resilient in the process of connecting with others in our most challenging times.

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Round Robin

Brainstorming

Use this technique for the next breakout discussion.



Breakout

Discussion

INSTRUCTIONS:

1. You'll be placed in groups of ~5.
2. Do quick introductions if needed.
3. Determine speaking order for round-robin style sharing.
4. Start with the first question and have everyone share, then move to the second question.
5. We'll offer space for some shared takeaways in the debrief.

PROMPTS:

- Which of the stress/trauma responses do you find yourself most often facing in the workplace? Why do you think that is?
(fight, flight, freeze, fawn)
- Which of the resilience strategies would you like to focus efforts on to help you reduce the impact of stressors at work?
(calm the mind, look out/breathe, set goals and reflect on progress, connect with others through compassion, enhance your relational network)



**STAY
ENGAGED**



**SHARE
THE MIC**



**SUPPORT
OTHERS**



**STRETCH &
REFLECT**

Final Takeaways

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ESTABLISH BOUNDARIES.



**Cultivate
Your Garden**



We are stronger together.

HOMework

What are your
top relational
sources of
resilience?

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Relationship Networks

Work Surge: Connections that help us shift work or manage surges

Politics: Connections that help us to make sense of people or politics in a given situation

Pushback: Connections that help us find the confidence to push back and self advocate

Vision: Connections that help us see a path forward

Empathy: Connections that provide empathic support so we can release negative emotions

Purpose: Connections that remind us of the purpose or meaning in our work

Humor: Connections that help us to laugh at ourselves and the situation

Perspective: Connections that help maintain perspective when setbacks happen



- Which of the spheres are most important to you?
- Do you have opportunities for relational growth in some areas?

Respond to today's agenda

3 things you learned

2 things you will do differently

1 immediate action item

(be ready to share your action item)

Thank you!

Thanks for attending an Engineer Inclusion Session!

We are grateful for sharing your time with us learning and working to improve diversity, equity, and inclusion in education and the workforce.



We value your feedback! To improve our services, we depend on participants to evaluate their experience.

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